Officer Personnel Update

LTC Tony Francis

Chemical Branch Chief

Human Resources Command

Agenda

- Personnel Update – State of the Corps
- GWOT
- Transformation
- ODS – Officer Distribution System
- Unit Manning
- Challenges
- Strategic Communication

Chemical Officers by YG

YG	Population
1974	1
1975	1
1976	0
1977	5
1978	7
1979	4

YG	Population
1980	8
1981	13
1982	12
1983	24
1984	31
1985	27
1986	26
1987	35
1988	25
1989	36

YG	Population
1990	21
1991	29
1992	32
1993	29
1994	42
1995	37
1996	49
1997	43
1998	56
1999	69

YG	Population
2000	110 (11)
2001	155 (32)
2002	179 (48)
2003	205 (72)

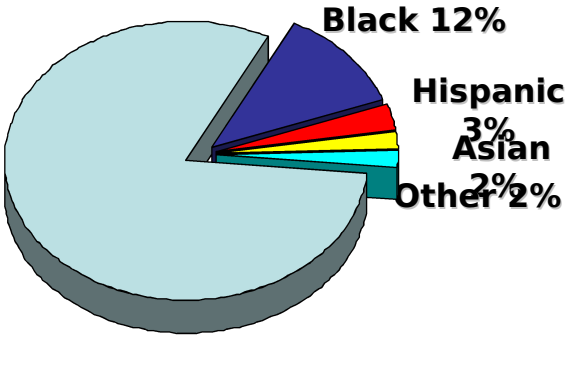
1302 Chemical Officers

163 Branch Detail LTs/CPTs

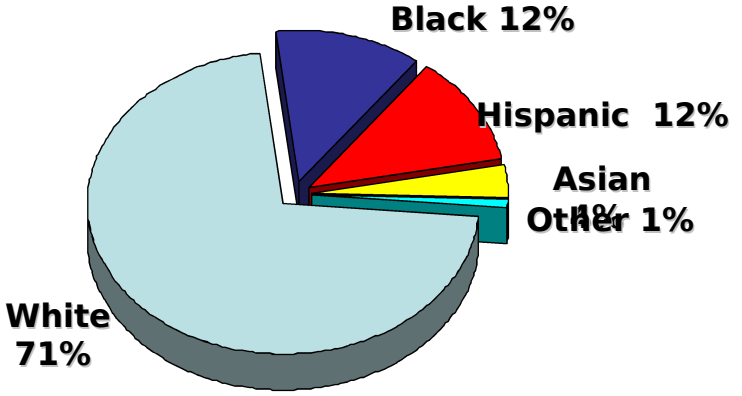
Plus 100 CFD and 42 Acquisition Corps Officers

Chemical Demographics

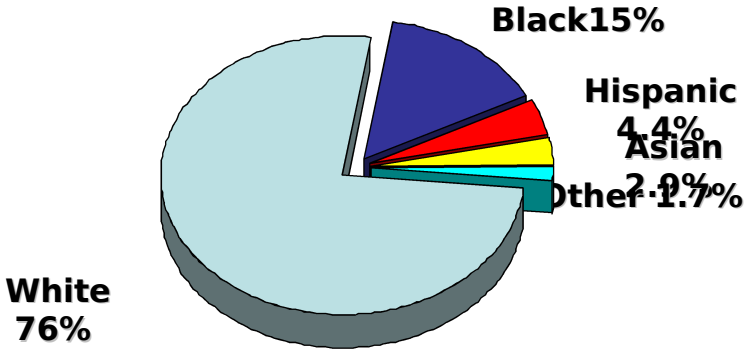
Army



U.S.



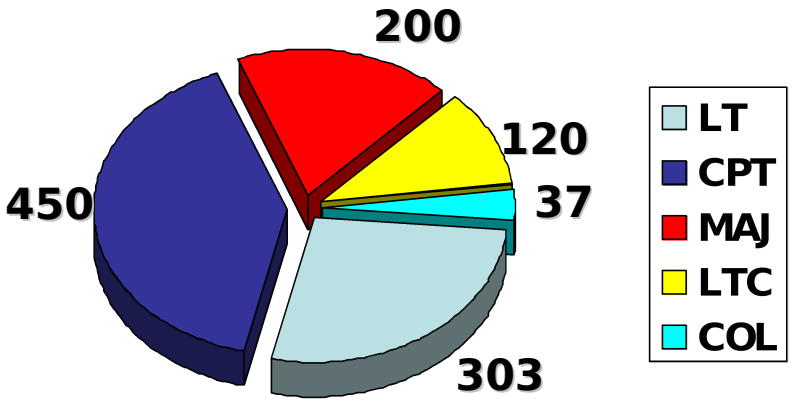
CM



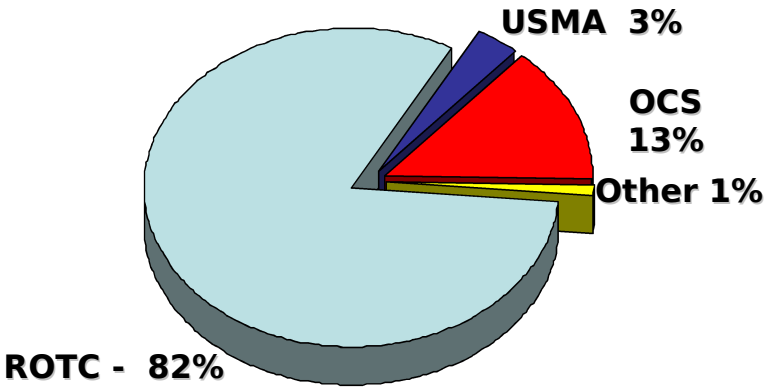
The Chemical Corps closely resembles the U.S. civilian sector

Chemical Demographics

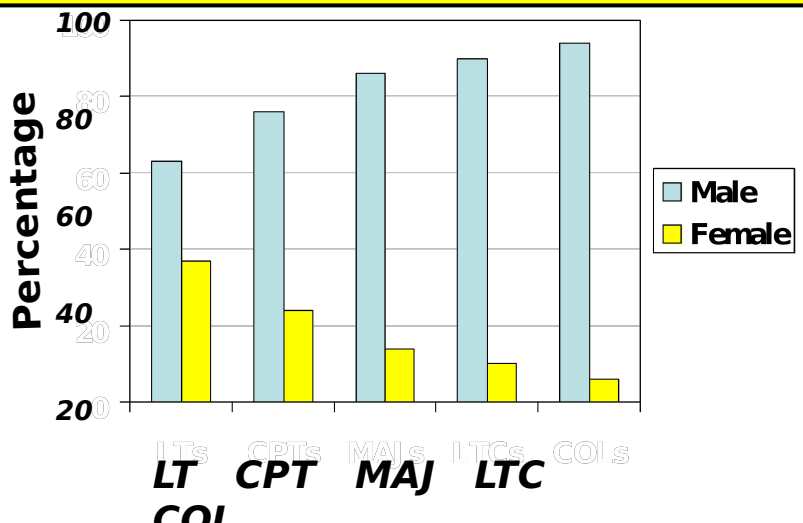
Rank



Source of Commission



Gender
All ranks: 75% Male, 25% Female

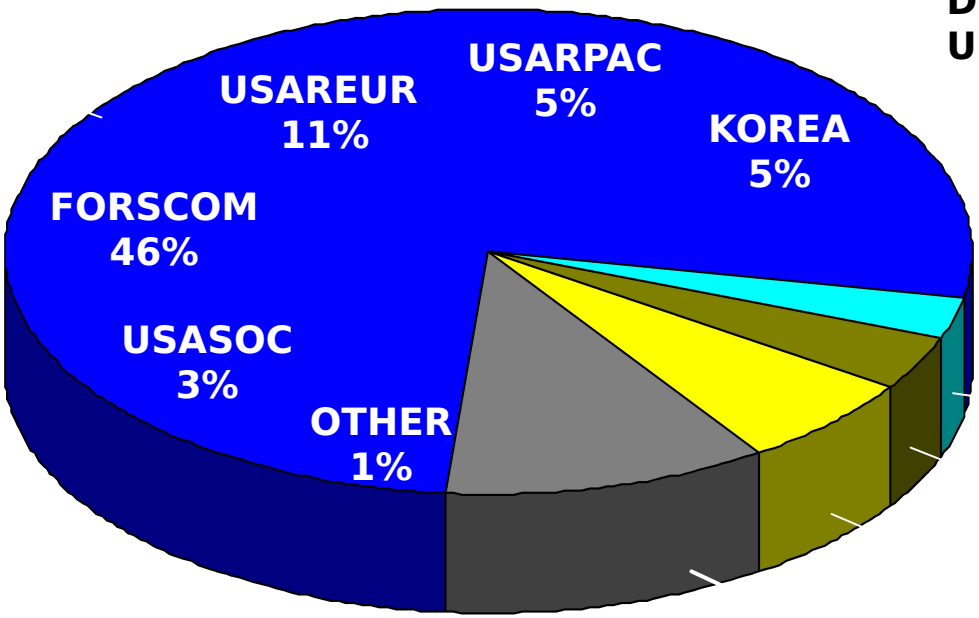


Total CM Officers

(LT-COL) = 1,302

Assignment Distribution

TOE
74%



JOINT: 54 Positions

OSD	SHAPE	NORTHCOM
J-STAFF	JFC	STRATCOM
DSWA	CENTCOM	SPACECOM
DTRA	EUCOM	CFC
USFK	PACOM	NORAD

TDA
26%

DA STAFF& FOA
3%

R&D LOGISTICS
4%

JOINT
7%

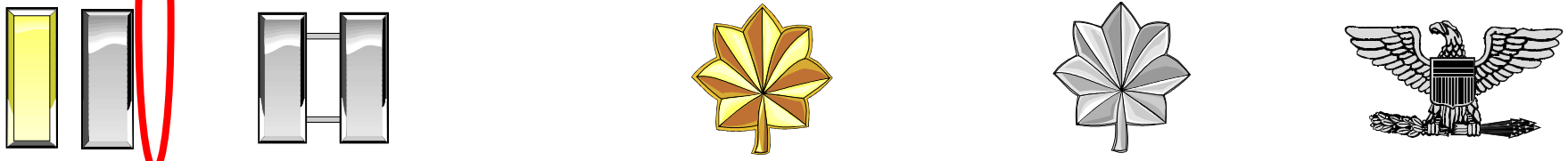
TRADOC
12%

Leader Development Timeline

DA Pam 600-3:

FAD PZ MAJ PZ LTC PZ COL

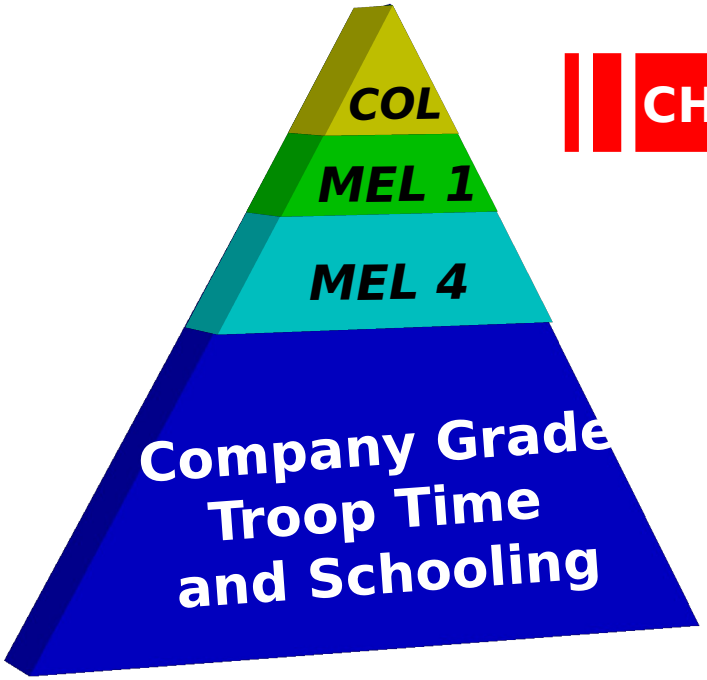
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20



OBC	BR TOE ASGMT/ DETAIL		CO CMD	3Rs/ FUNCT AREA TNG& ASGMT	CFD		CSC	24 Mos. 74Z BN XO/S3 BRANCH QUAL	JOINT/ OFCR GEN	BN CMD BR UTIL	SSC	BDE CMD BR UTIL	JOINT/ OFCR GEN
						OPS							
						NON OPS	CSC	FUNCT AREA QUAL	FA/JOINT/ OFCR GEN	FA/ JOINT/ OFCR GEN	SSC	FUNCT AREA	JOINT/ OFCR GEN

What Is OPMS III?

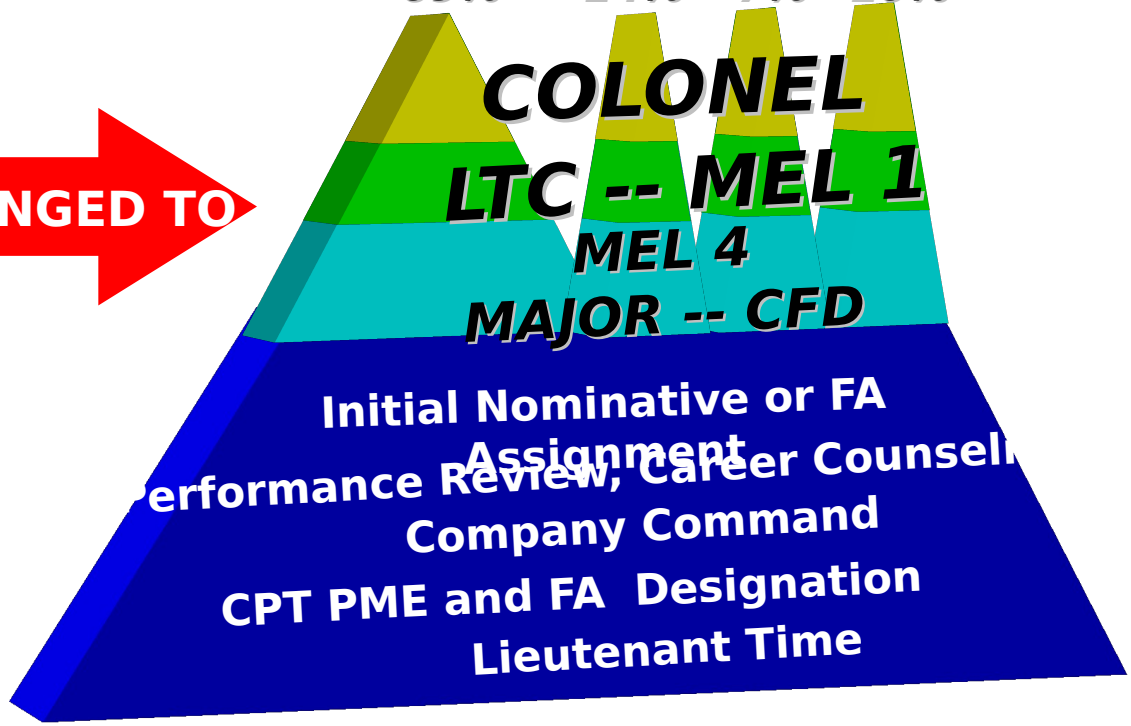
Current ACC & AAC



CHANGED TO

New Career Fields

Opnl ACC(-)	Opnl Spt	Info Opns	Inst Spt
69%	14%	7%	10%



Career Fields based on Army Requirements

You compete for promotion within your Career Field

What Are The Career Fields?

Operations — 69%

- Basic Branches
- FA 39 PSYOP and Civil Affairs
- FA 90 Multifunctional Logistician

Information Operation — 7%

- FA 24 Information Systems Engineering
- FA 30 Information Operations
- FA 34 Strategic Intelligence
- FA 40 Space Operations
- FA 46 Public Affairs
- FA 53 Information Systems Management
- FA 57 Simulation

Operational Support (O — 14%

- FA 48 Foreign Area Officer
- FA 51 Army Acquisition Corps

Institutional Support (I — 10%

- FA 43 Human Resource Management
- FA 45 Comptroller
- FA 47 USMA Permanent Instructor
- FA 49 Operations Research/Systems Analysis
- FA 50 Force Management
- FA 52 Nuclear Research and Operations
- FA 59 Strategic Plans and Policy

Branch Detail Program

CPT

RECIPIENT

IN
AR
AD
FA
CM

(2- 3 YRS)

DONOR

AG (3)
MI (3)
QM (2)
OD (2)
TC (2)
FI (2)
SC (2)

2LT

NON PLAYERS: AVIATION, ENGINEERS, MILITARY POLICE, FIELD ARTILLERY

LT OERs

2LT OERs: ***2LT "Masking" went into effect for the active comp***

1 Oct '97. Effective 1 October 02, 1LT OERs will also be mask

LT OERs are moved from the performance to the restricted s

an officer's OMPF upon promotion to Captain.

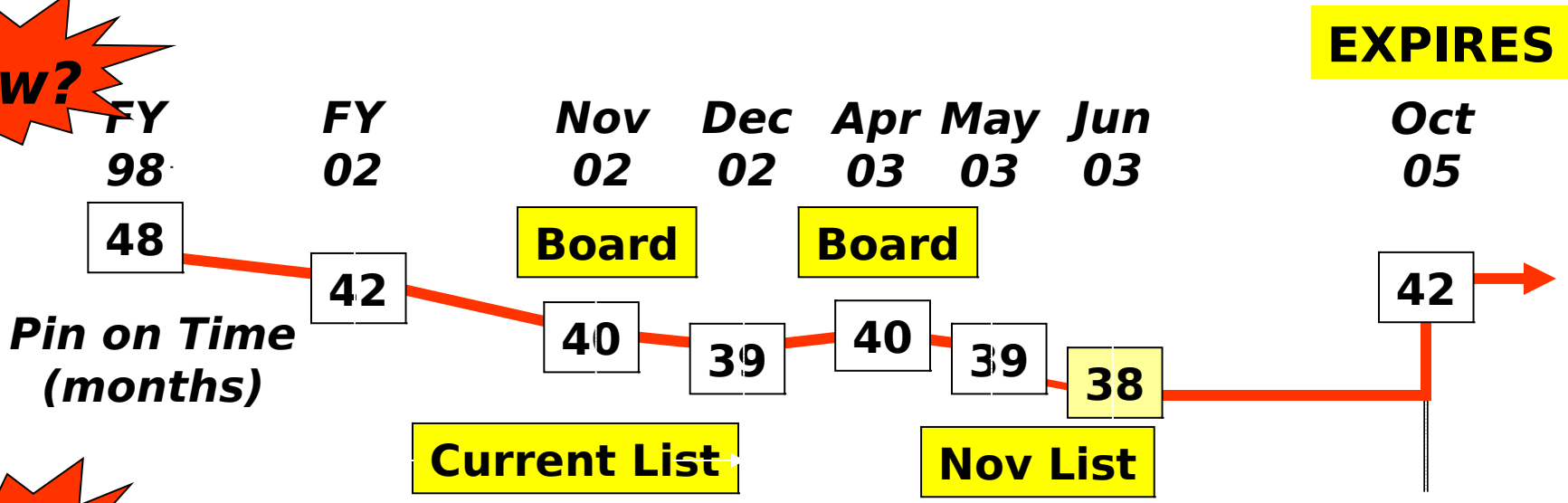
(Source: MILPER MSG #97-149, #02-220)

38-Month Pin-On to Captain

Why?

CURRENT ARMY			CURRENT CHEMICAL CORPS		
	REQUIRED	INVENTORY		REQUIRED	INVENTORY
LT	9600	11400	**LT**	**389**	**334**
CPT	**13880**	**12700**	**CPT**	200	233

How?



Impacts

Lieutenant Leadership Development Time

Army Avg.	*From 34 months to 30 months*
Infantry	*From 29 months to 25 months*
Aviation	*From 23 months to 18 months*
Chemical	*From 35 months to 31 months*

Projected LT/CPT Attrition

- Projected "known" losses through 2Q FY04
  - Submitted and approved REFRAD Packet
  - Declination of VOL INDEF status with pending completion of service obligation

YG	Starting Pop	Attrition	Current Pop	Current %	Attrition	Projected Pop	Projected %
2001	157	5	152	97%	3	149	95%
2000	121	8	113	93%	21	92	76%
1999	79	12	67	85%	7	60	76%
1998	62	3	59	95%	3	56	90%
1997	49	5	44	90%	4	40	82%
1996	54	5	49	91%	1	48	89%

- Bottom Line – Most projected losses are officers "ETSing" through declination of Voluntary Indefinite status

Army average 10%

- How can Chemical Leaders in the field influence these

Projected LT/CPT Attrition

- Officer population under consideration:
  - Between 3-8 years of service

  - Most initial service obligations are 3 – 4 years

  - Upon selection for promotion to CPT, must accept Voluntary Indefinite (VI) status

  - Acceptance of VI incurs one year additional duty service obligation (ADSO) from end of initial service obligation (not concurrent)

- Currently YG 2000-2001 are promotable/ being promoted to CPT

Captains Career Course

WHEN: ***Pin-on date to Captain + or - 1 to 2 months***

HOW: ***Branch coordinates with the senior Chemical Officer a***

installation to schedule officers into specific courses -- in cor

with the release of Captain's Promotion List

POST-CCC ASSIGNMENT PROCESS: ***Branch identifies,***

based on worldwide priorities, the assignments available to c

class. During the first weeks of CCC, an assignment officer v

visit the class. They will brief the CCC class, interview each c

separately, and finally determine each officer's assignment.

Branch Transfers

Requests are submitted on DA From 4187 by the individual of

through the chain of command to their branch IAW AR 614-10

Process: ***Officers are eligible for branch transfer if they have***

completed 3 years of active Federal commissioned service.

Critical factors that determine approval:

- ***Branch alignment by year group***
- ***Civilian and military education***
- ***Manner of performance and potential within requested bran***
- ***Special qualifications as appropriate***
- ***Demonstrated aptitude for branch specific training and assi***
- ***Needs of the Army***

Company Commands

- **38% command opportunity for chemical company commands**
  - **Commands available:**
    - **28 TOE CM Cos (Corps/Div/Bn)**
    - **9 TDA CM Cos (FLW, APG)**

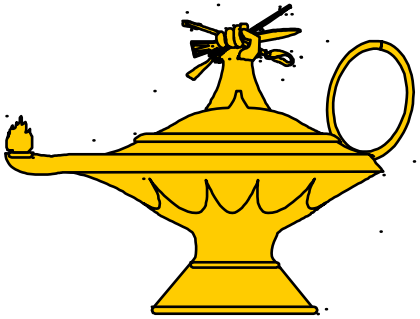
- **Reality: 100% of CM CPTs command prior to PZ to MAJ**
  - **HHC Bde/Divarty/DIV**
  - **TDA: OSUT, USAREC, BSB**

100% of CM officers selected to Major have commanded !!!

Command and Staff College

50% of A Year Group Resident

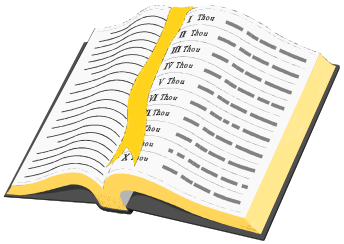
CSC



TRANSITION PLAN

BZ AND TWO LOOKS

Just completed YGs 92 and 93



GET ENROLLED IN NON-RESIDENT CSC IF NOT SELECTED

OPMS III: UNIVERSAL MEL 4 . . . TBD (2004?)

LTC Commands

Even Years:

Unit:	Location:
Tactical	
2d CM BN	Ft Hood, TX
23d CM BN	Korea
TSS	
82d CM BN	FLW, MO
84th CM BN	FLW, MO
Anniston Chem. Act.	Anniston, AL
Blue Grass Chem. Act.	Richmond, KY
Anniston Munitions Ctr.	Anniston, AL
Newport Chem. Act.	Newport, IN

Odd Years:

Unit:	Location:
Tactical	
83d CM BN	Ft Polk, LA
Tech Escort BN	Edgewood, MD
TSS	
Radford AAP	Radford, VA
Pueblo Army Depot	Pueblo, CO
Umatilla Army Depot	Hermiston, OR
Pine Bluff Chem. Act.	Pine Bluff, AR

1 - 3 BSB, Garrison or Recruiting Battalions Per Year

COL Commands

Even Years:

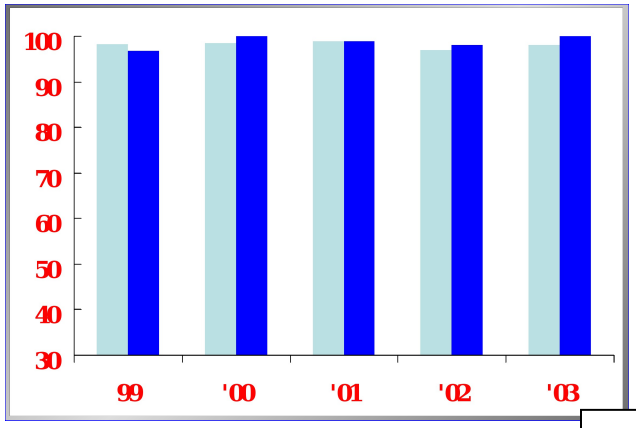
Unit:	Location:
Army Environmental Ctr.	Edgewood, MD
Deseret Army Depot	Stockton, UT

Odd Years:

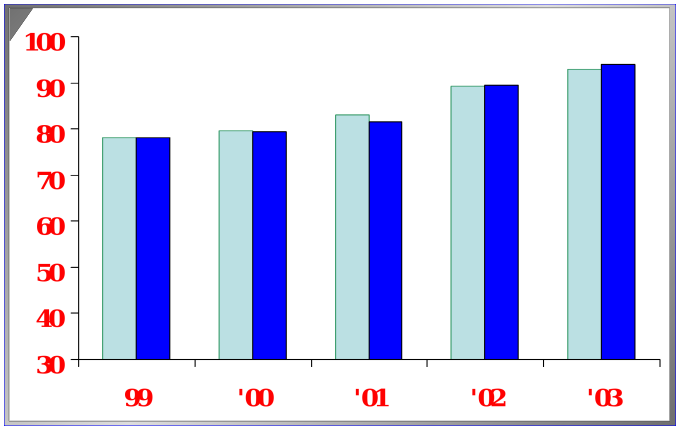
Unit:	Location:
3d Chemical Brigade	FLW, MO
Dugway Proving Grounds	Dugway, UT
Pine Bluff Army Depot	Pine Bluff, AR

Officer Promotion Rates (PZ)

Captains



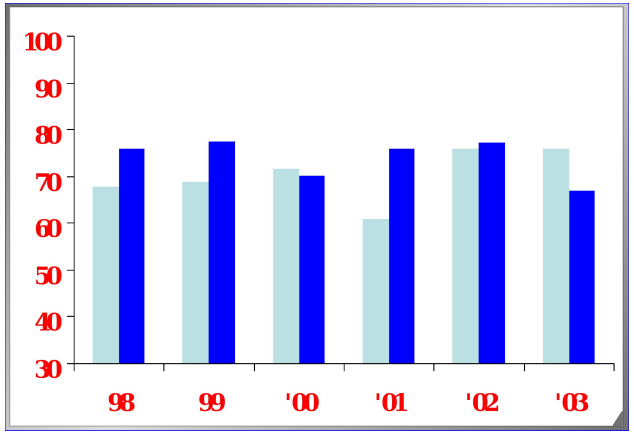
Majors



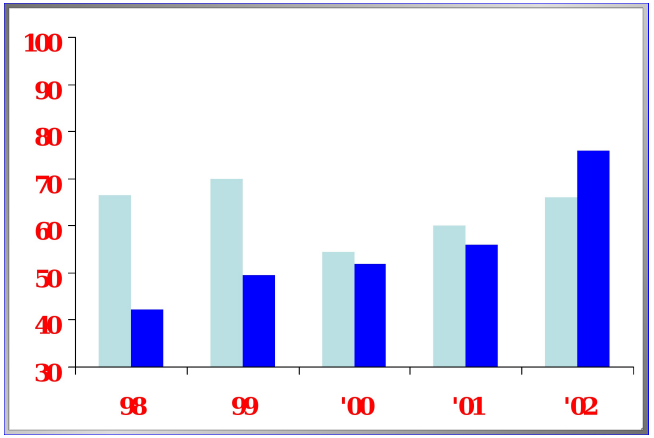
Chemical

Army

Lieutenant Colonel



Colonels



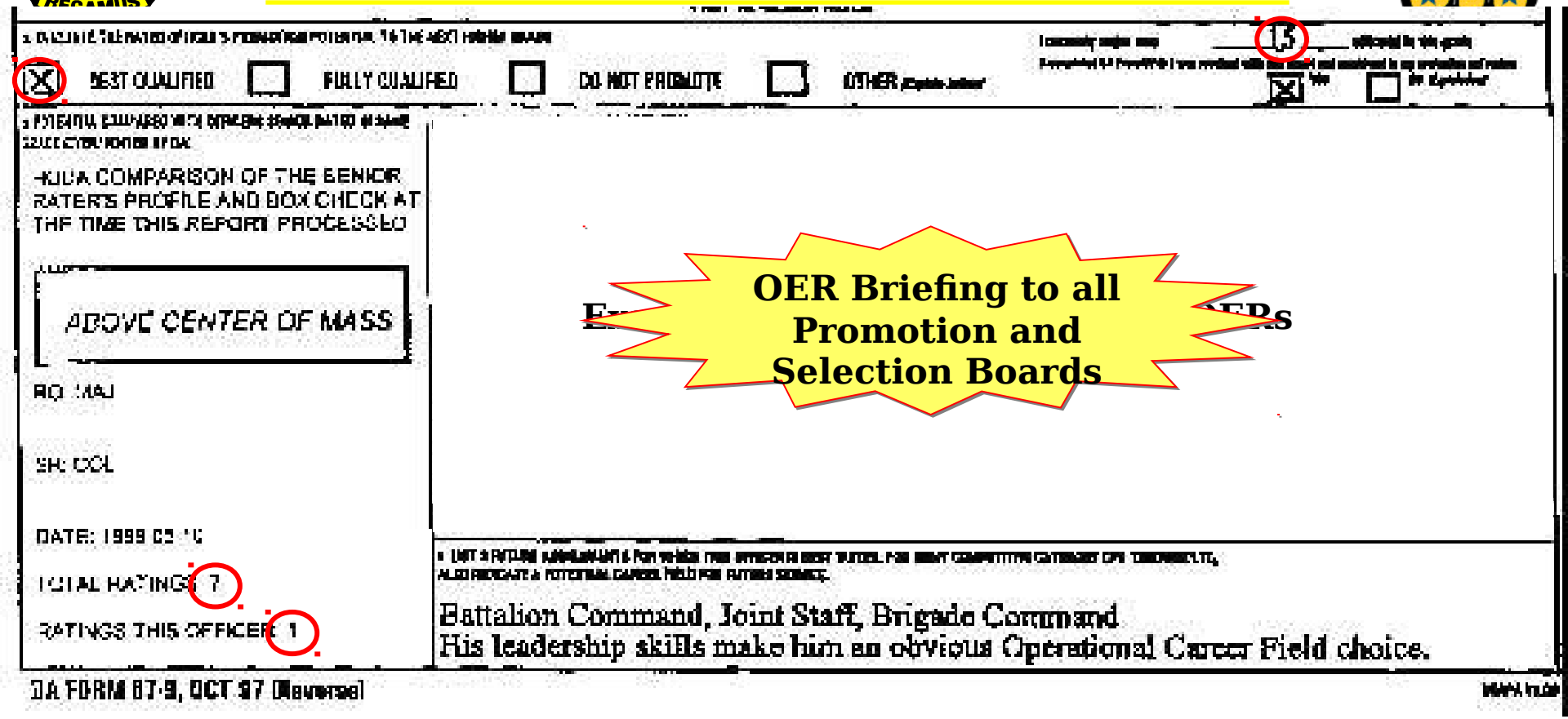
OER Trends 67-9

	ACOM	COM	BCOM-R	BCOM-DNR	Not Eval	Total	% ACOM
BG	317	420	0	0	26	763	43.0%
COL	6181	10012	22	16	308	16539	38.1%
LTC	16427	24902	79	33	582	42023	39.6%
MAJ	25172	39102	137	82	591	65084	39.0%
CPT	39641	66561	387	342	895	107826	37.1%
1LT	21408	36949	315	256	184	59112	36.3%
2LT	4008	13147	161	132	5	17453	23.0%
CW4	2472	4805	8	2	101	7388	33.9%
CW3	5640	10309	27	17	154	16147	35.3%
CW2	9878	17023	96	89	162	27248	36.5%
WO1	1074	3179	9	22	0	4284	25.1%
TOTAL	132218	226409	1241	991	3008	363867	36.6%

“Vast Majority of OERs arriving at DA are Center of Mass”

As of: 18 November 2002

Format for OER Insight


[X] BEST QUALIFIED [ ] FULLY QUALIFIED [ ] DO NOT PROMOTE [ ] OTHER

13

[X] YES [ ] NO

-KUDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

ABOVE CENTER OF MASS

RO: MAJ

SR: COL

DATE: 1999 03 10

TOTAL RATINGS: 7

RATINGS THIS OFFICER: 1

OER Briefing to all Promotion and Selection Boards

Battalion Command, Joint Staff, Brigade Command
His leadership skills make him an obvious Operational Career Field choice.

DA FORM 67-9, OCT 97 Universal

Key Senior Rater Elements

- ***P = Promote***
- ***C = Command***
- ***S = School***
- ***P = Peer to Peer***

Keys to Success

- ***As a Rater:***
  - ***Set aside time to Coach/Counsel … Do it Early!***
  - ***Enforce JODSF -- Are there tasks/Is there counseling?***
  - ***Advocate your best to senior rater -- Remember senior rater is limited to the number of ACOM***
- ***As a Senior Rater:***
  - ***Know your population, e.g. How they perform, When they go before boards, When reports will be due……..…***
  - ***Look Ahead, Establish a Plan, Develop rating philosophy based on "Center of Mass" norm -- Goal is 1/3 in Top Box, ensure Top Box is always less than 1/2.***
  - ***Review rating chains; <u>who you rate/senior rate</u>, do not pool officer populations.***
  - ***Consider Start-up Costs (1st 4 reports in each grade, only 1 ACOM).***
  - ***<u>Cannot</u> hold OERs past 90 days -- time used to manage your profile.***
  - ***Remember -- lieutenants are profiled separately (SR will have one profile for 2LTs & another for 1LTs).***

And most importantly…

Other topics affecting HRC…

…and Personnel Assignments

- GWOT
- Transformation
- ODS – Officer Distribution System
- Unit Manning
- Challenges
- Communication

GWOT

- **Stabilize unit teams 90 days prior to deployment**

  (1CD, 1ID, 25th ID, SBCT)

- **Units filled at 100% authorized (Aggregate)**

  - Critically short specialties filled to Army average

- **Personnel Mobile Action Teams (PMAT)**

  - Coordinates unit needs/personnel needs

- **Support OIF/OEF Rotation Plan**

  - Reset the force

- **Three year assignments to Third Army**

Transformation

- **Supporting the Force**
  - **Unit Manning - 172 SBCT**
  - **Fill deploying units to 100%**
  - **Stabilize soldiers upon redeployment**

- **Assign officers with digitized and Stryker experience to key positions**

- **Improving responsiveness to the field**
  - **Support to the Officer (Automation)**
  - **Support to the Commander--Officer Distribution System (ODS)**

Why transform the way we distribute officers?

- **ODP is unresponsive to changes in Army priorities during the fiscal year (GWOT, ARCENT, NORTHCOM)**
- **The current system is considered cumbersome and inflexible by several key leaders in the Army personnel staff and by the commanders.**
- **The staffing and reclama process have grown in recent years to dominate the actual use of the plan in day to day strength management.**

The Process has become the Problem!

Differences

ODP

- Snapshot based on the end of the fiscal year
- Run once a year
- Model is run, then OPMD and the field provides feedback
- Distributes officers at the MACOM level
- Requires 18 month inventory projection
- Only uses the FEB PMAD

ODS

- Goal that is continuously maintained within a band
- Run twice a year
- OPMD and the field provides feedback, then the model is run
- Distributes officers at the Installation level
- OPMD declares available inventory
- Uses the most current PMAD

Force Stabilization

- Force Stabilization Task Force mission to create a unit-based system
- Stabilize soldiers and units at “Home Base”
- Units scheduled on Life Cycle – manned, trained and deployed according to schedule
- Soldiers assigned to units from basic training; officers assigned as cohorts

Force Stabilization

WHAT: Develop a **unit manning system** that **decreases personnel turbulence** in MTOE units and sets conditions for **increasing unit cohesion**, readiness and combat effectiveness.

VCSA signs Charter to Study Unit Manning 18 Oct 02

HOW: Synch Soldier Assignments + Unit Lifecycle = Increased Unit Readiness + We

WHY: Geo-Strategic Environment Changes since 1990

TEMPO. 56 deployments in 10 years. 500% increase in deployment missions. 45% reduction in structure (down from 18 to 10 Divisions & 785k to 480k ES)

Evolving Threat. Cold War ends. Non-conventional threat. GWOT

Turbulence. Army-wide problem especially Korea

Transformation. Army-wide initiative. Need to train as a team to accomplish SBCT & Objective Force conversions, USF, NET, etc.

WHY: 'Non-Deployable Problem'

Reason for non-deployable status to Bosnia	Percent of Soldiers non-deployable, by Unit/Installation		
UNIT	1 CAV	10 Mtn	Fort Riley
Wartime non-deployable	4.0	3.9	3.5
45 day PCS, 90 day ETS Commander induced 135 day Loss Non Dep	20.0	16.9	21.8
Stabilized (returning unaccompanied tour)	11.6	18.6	14.7
Total	35.6	39.4	40.0

Rand Study 2000

JCS/OSD Intern Program Transformation

Post Company Command

NOW

JUNE '03

Officers earn 1 year Masters in Public Policy Management (MPPM) at Georgetown University

Officers serve 1 year on Joint or OSD S

Followed by 1 year on Army Staff

Officers serve 1 year on Joint or OSD Staff

Followed by 1 year on Army Staff

Challenges

DEPLOYED

- 1AD
- 2ACR
- 4ID (all)
- 101 ABN (all)
- 82d Abn
- 1ID
- 3d ACR
- 10TH MTN

TRANSFORMATION

- Alaska
- Ft Knox
- Ft Benning
- Ft Leonard Wood
- Ft Leavenworth
- HRC

OPMD PERSOPS BATTLE RHYTHM

…a year in the life of the Officer Personnel Management Directorate

FY 2004

BOARDS

ACTIVITIES

TEAM TRIPS

REQUISITION CYCLES

LTC CMD R:Jun

CPT R: Mar

COL CMD R: Jun

LTC R: Jun

FAD R: Jul

MAJ R: Aug

SSC R: Aug

CWO 3,4,5

CFD R: Aug

PMS R: Aug

COL R: Dec

CSC R: Nov

OPMD OFF-SITE

HRC Activation

SSC SLATING

CIV AWDS

Army 10 miler

CIV AWDS

MEL 4 DISTR O

CIV AWDS

APFT

CIV AWDS

COL & LTC CMD SLATING

PERSCOM FUN RUN

PERSCOM RIVER RUN

PERSCOM PICNIC

G SLATES

CGSC SLATING

FELLOWSHIPS

JCS NOMS

ACS NOMS

OLMSTED BOARD

G1 Conf

OPMD ANNUAL GUIDANCE

PERSCOM RIVER RUN

ROTC ACCESSIONS

USMA NOMS

JCS INTERN

MEL 1 DISTRO

JSO SELECTION

SEP 03	OCT 03	NOV 03	DEC 03	JAN 04	FEB 04	MAR 04	APR 04	MAY 04	JUN 04	JUL 04	AUG 04	SEP 04

Korea 21-27

PLM 22-25

Ft Lvnwth 28-31

WWCC 22-26

Ft Hood 8-12

All SSC

NTC 12-16

USMA 19-30

Ft Stewart TBD

Ft Polk 2-6

Ft Carson 16-20

Ft Benning 15-19

Ft Lewis 19-23

Ft Bragg 9-13 Aug

Korea 6-10

Europe 27-30

CYCLE CLOSE

SORB

COL/LTC BLACKBOOKS

CYCLE CLOSE

SORB

CYCLE 4-1 Report Dates

CYCLE 4-2 Report Dates

CYCLE 5-1

As of 4 Sep 03
updated by MAJ Spangler, C, MSB

Other Future Personnel Changes

- Creation of Homeland Defense Positions
- CBRNE HQ—Guardian Brigade
- RC AC BIDS
- Activation of 5 SF Chemical Detachments
- AC Chemical Brigade (07)
- Chemical COLs in MACOM/Joint HQs

=

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Links
U.S. ARMY HUMAN RESOURCES COMMAND
Date: 10/3/2003
WHAT'S NEW
PROMOTIONS AND SELECTIONS
MILPER MESSAGES
My Record
Access your personnel information from one place
Feature Sites
Many of the features below require an Army Knowledge Online (AKO) account to access.
UNIT MANNING
ONE
TEAM
Announcements
Personnel
Headlines
Oct 01, 2003: The results of the FY03 Special Branch CSC Board are tentatively scheduled for release on 15 October 2003.
Sep 23, 2003: The Army Human Resource IT Conference will be held from October 28-30, 2003
Sep 11, 2003: OERs can be e-mailed from Iraq, Afghan theaters.
Aug 27, 2003: A release date for CW5, CW4 and CW3 active Army board results is not known at this time. Once the release date is known, it will be announced here.
What's New?
Search
SiteSearch
Search
HRC Major Activities
Officer Personnel Management
Enlisted Personnel Management
The Adjutant General
Deputy Chief of Staff, Operations

DA Photo Management Information System

DAPMIS

See your photo

@ko

See your record

See Your Career Manage Notes

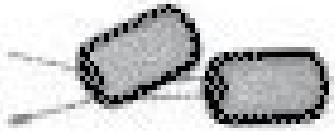
OFFICIAL MILITARY PERSONNEL FILE

OMPF

PERMS

Personnel Electronic Records Management System

Officer Assignment Preference



See your jobs!

One stop shopping

Access your personnel information from one place

Conclusion